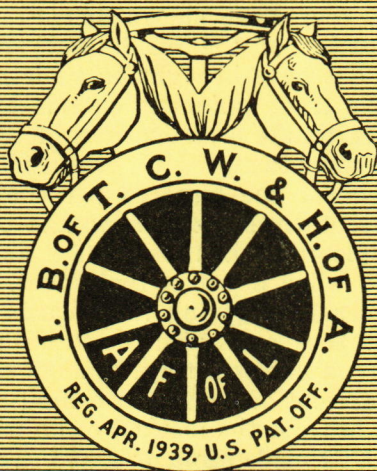


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APRIL, 1941

Official Magazine
**INTERNATIONAL BROTHERHOOD
TEAMSTERS - CHAUFFEURS
WAREHOUSEMEN & HELPERS
of AMERICA**



ATTENTION: All orders for per capita stamps and supplies and all other matters pertaining to the Secretary-Treasurer should be addressed to John M. Gillespie, General Secretary-Treasurer, 222 East Michigan Street, Indianapolis, Indiana. You will notice in the minutes of the meeting of the General Executive Board published in this issue, that Brother Gillespie, who has been with the International Union for thirty-three years, has been chosen unanimously by the Board as Secretary-Treasurer of the International Union. Kindly notice the change and be sure in making out all money orders for per capita stamps or supplies that the money order or check or draft is made out to the new Secretary-Treasurer named above, John M. Gillespie.

WHEN the CIO started out and when they left the American Federation of Labor their only grievance was that the mass production industries were not organized. There is no doubt but that they have done a good deal of work towards organizing mass production industries. In many of those organizations, such as the rubber workers, the automobile workers, and the steel workers, they have shown splendid results. If they had stopped in the organization of the inside workers in mass production industries, they would not have brought on their heads the distrust and discredit of innumerable trade unionists outside of the CIO. They proceeded to disorganize legitimate organizations of trade unionists in other trades and callings. They attempted to break into the building trades industry, which was almost one hundred per cent organized for many years. The CIO representatives took advantage of the fact that there was considerable unemployment in those trades and they offered inducements to men who had fallen down in their dues, to once again become union men (CIO members) by giving them cards at reduced rates and reduced dues. And then they proceeded to establish with the contractors, the chiseling contractors, a uniform wage scale of one dollar per hour for all trades. When men are out of work and behind in their dues it is very easy to appeal to them, because the instinct of unionism is in their hearts, and in some places the CIO made some progress. Today, however, most of those men that were behind in their dues in the several building trades have returned to their former, old-line trade union organization.

The CIO organizers did not seriously interfere with the Teamsters. Wherever they did interfere, of course, we had to do everything we could to protect our jurisdiction; and while we were caused some inconvenience here and there, as stated above, no serious injury obtained. I cannot

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Daniel J. Tobin, Editor

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General President Makes Several Appointments

The General President has appointed Einar Mohn of Los Angeles, California, as an Organizer, to succeed the late Harry W. Dail. Brother Mohn has been working for the Highway Council of the West Coast, handling different matters for that organization, and he has proved within the last three or four years to be competent, able, intelligent and trustworthy. Our people in California and elsewhere will give him every assistance.

The General President has also appointed to work out of the office of the Headquarters, Thomas Flynn, as General Organizer. Brother Flynn will take care of some of the mail for the General President and be right in Headquarters to take care of any emergency that arises anywhere that he is sent. Tom Flynn was originally a milk driver in Chicago and worked for the American Federation of Labor as a General Organizer for some years; then he became business agent and organizer for our local unions in South Bend, Indiana. In amongst the membership of the CIO, working in the large Studebaker and other industries in South Bend, he rendered valuable service to our organization in that district while on the payroll of the local unions. Having proved himself to be all that is required, he is now put on by the General President, on a trial basis, to work for the International Union out of National Headquarters in Indianapolis.

Carl Keul of Des Moines, Iowa, a business agent of our local union and who was perhaps one of the best men ever developed in that district, has also been appointed as a Junior Organizer of the International Union. He will work in the Middle Western area in connection with our over-the-road members. He built up a local union in Des Moines, Iowa, second to none anywhere in the Middle Western States. Wherever he goes we want our people to help him in every way possible. We believe absolutely that he will make good.

Brother Keul and others like him are only appointed for testing-out purposes. The average organizer is not able to render the

(Continued on Page 16)



EDITORIAL



(By DANIEL J. TOBIN)

THE other day I met a banker whom I consider represents the highest type in his class. Scrupulously honest, faithful to his clients. During all of the depression and smash, when many banks went up in the air because of rotten investments, and thereby willfully cheated their depositors, this man and his banks were gilt-edge and safe. He is opposed to almost everything that I have been fighting for all my life. Even then I repeat he is an honest man. He is like many others, wealthy, educated, sincere, totally ignorant of the struggles going on in the world, and entirely unacquainted with the aspirations and sufferings of the workers of the present age. He believes in the old rule that it takes brains to make money, and the only people that are successful, in his judgment, are those who make money. Of course, he believes in making money honestly, and his form of honesty is based on his training. For instance, he does not consider it dishonest to keep wages down or to prevent unionization of the workers so that profits might be increased, but he will tell you that he stands for justice, yes, justice as he interprets the word. The ignorance of the present-day so-called rich man, trained in the professions, is pitifully beyond understanding. A college education to the son of the banker or to the son of the millionaire only increases his detestation for those whose parents were unable to send their children to college. This meeting took place immediately after the passage of the Lend-Lease Bill. He said, "Mr. Tobin, do you really believe that we can finance the whole world?" I said, "I think you are referring to the Lend-Lease Bill which just went through the Congress and became a law." "Yes," he said, "I have that in mind. One billion, two billions, five billions," he added, "is talked about down there in Washington by governmental leaders as though it was just a mere trifle." And then he went on to tell about the government when operating under Benjamin Harrison, Grover Cleveland, William McKinley and others. In his ignorance he cannot understand that we are living fifty years from the days of Grover Cleveland and that the horse-drawn vehicle is supplanted by the motor vehicle and that we can hear distinctly the voices of people six thousand miles away and that we travel now by air like birds with wings instead of plodding along with a pair of mules. I answered and said, "In my judgment, we ought to lend to the countries that are fighting for civilization. From a practical business standpoint, I think you ought to agree with me. For instance, if two men go out to defend their homes next door to yours and carry on a battle, isn't it better for you to lend them some aid and assistance than to have their homes destroyed with the certainty that immediately afterwards yours would be destroyed?" To make it more plain, I added, "In my judgment, England is fighting for our kind of civilization and that England, no matter what its past history has been, did everything in recent years to avoid fighting or to avoid war, and that when they found they could not avoid war except by surrendering their liberties, their lives and their properties, they took up the battle reluctantly." He answered by saying, "What has that got to do with us?" I said, "In Poland, when Czechoslovakia was destroyed, they said it was none of their business, and then came Poland, and their properties and liberties were destroyed, and their lives were ravished. Holland,

the Dutch, just sat by watching their neighbor, Poland, and they said, 'What is it of our business what happens to Poland?' and immediately after, the quiet, good, God-fearing people of Holland were ravished and destroyed and everything they had was confiscated by the dogs of war. And then came France, and they, a great people noted in all the history of the world as brave, were destroyed and were perhaps trampled upon more than any country in Europe or in the world. And then followed Bulgaria who tried to beat the game by playing the middle of the road position, and then come several other small countries too numerous to mention, and they and their liberty and their history have been destroyed, and their properties stolen and their families murdered. We stand in this country three thousand miles away from the scene of battle. Many of us are anxious to argue and believe we are safe, but if England is destroyed, every civilization that it has taken centuries to establish will be eliminated and obliterated, and savagery and brutality by the force of one or two monsters will prevail throughout the world for the next century. And to eliminate it at the end will mean bloodshed, war, pestilence, privation, indescribable suffering." So I said to this banker, "Is it not better for us to loan some money or whatever else we have got to the neighbor across the water that is trying to hold this monster of destruction and trying to preserve that civilization that our ancestors gave their blood to establish and preserve? Even though we would not be attacked by the enemies of our country, even though Europe would be all under the domination of the brutal leaders of war, the present conquerors of democracy, our trade markets, your business, would be destroyed. We cannot raise corn and grain and pork and beef and build machinery in this country and keep our people employed unless we sell at least forty per cent of our production to others outside of the United States. The things that they manufacture over there would be thrown on the markets of the world for almost anything that they can get for those articles. If you destroy the earning power of men and women, your prosperity ceases in this country, and manufacturers or laborers will not be able to sell their goods if the leaders who are now trampling on civilization overcome England, which is, in my judgment, fighting the fight of humanity as we understand humanity and freedom. Certainly, we must finance those engaged in the struggle to preserve our lives, our property, our civilization. What good is our money or anything else that we have to us if they lose, for it is a certainty that we will be surrounded, north of us and south of us, and gradually they will creep upon us, this monster which is now eating up every form of justice and human understanding for which men have given their lives to establish in the centuries past." Here this banker friend, with a shake of his head, said, "We cannot go on spending. We must stop increasing taxes. What incentive is there for me to make a profit?" Same old statement as the Dutch and others made. Money! Money! Give me money!

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THERE are quite a few places in which drivers and helpers and garage employees working for the Railway Express Agency are members of the Brotherhood of Railway and Steamship Clerks. It is rather strange to see in the city of Seattle or in the city of Oakland every driver and helper and garage employee who is not a mechanic wearing the button of our organization and paid up to date, with the exception of the fellow who is driving a Railway Express truck. This man belongs to the Railway Clerks, which have jurisdiction only over steamship clerks and over rail-

road clerks and freight handlers employed by railroads. Many years ago, the American Federation of Labor decided that those drivers and chauffeurs working for the Railway Express Company belonged to the International Brotherhood of Teamsters. Before George Harrison (a splendid fellow) became President of the Railway Clerks, the American Federation of Labor went so far as to suspend the charter of the Brotherhood of Railway Clerks because they held in membership drivers and chauffeurs and helpers working for the Railway Express Agency. Their charter was returned to them afterwards, with the understanding that they were to abide by the decisions of the conventions of the A. F. of L. in this particular matter. They have never carried out or lived up to those decisions. In San Francisco there are one hundred twenty-five men working for this company, members of the Brotherhood of Teamsters, who receive a better wage than the same class of drivers receive over across the bay in Oakland. Over there they belong to the Brotherhood of Railway Clerks. Why do they stay in the Brotherhood of Railway Clerks? They claim, first, that they have the protection of having a small mortuary benefit, but we believe that they stay in there mainly because the dues of the Brotherhood of Railway Clerks are much lower in many places than our monthly dues. By the way, the monthly dues of our locals are the property of the members in the Local Unions. The amount paid to the Brotherhood of Clerks is much greater than the amount paid each month for each member to the International Brotherhood of Teamsters. If one of those drivers was to lose his job, who is now a member of the Railway Clerks, he would look for work in some of our fifteen or eighteen divisions of truck driving. It is difficult to understand how senseless some men can be. Recently there have been inquiries from several cities about those drivers desiring to affiliate or come into our International Union. We have them in New York, in Jersey City, in Philadelphia, but not in Pittsburgh. We have them in Cincinnati, Cleveland, and St. Louis, but not in Louisville, and so it goes all over the country. We desire to say to our Organizers and Business Agents and to our membership that you can inform those drivers and chauffeurs working for the Railway Express Agency that wherever there is a Local Union, either in Pittsburgh, Kansas City or Seattle, and fifty-one per cent of the employees in the Vehicle Department signify their intention to become members of the International Brotherhood of Teamsters in accordance with the rules and decisions of the Conventions of the American Federation of Labor, that we will grant them a charter, and we will not interfere with their officers, their money or their present setup. The only thing that we require is that their dues cannot be less than \$2.00 per month. Then they can set up any benefit they desire. Thirty cents of this \$2.00 each month goes into the International Treasury for the purpose of protecting the membership. There are no assessments of any kind to be levied at any time on the membership by the International Union. I want to emphasize that we don't want any trouble, any intimidation used in explaining to those men why they should conform with the decisions of the American Federation of Labor and join hands with all the other five hundred thousand truck drivers and chauffeurs throughout the country. We want them in our Union, where they belong. We want them with the half million other organized drivers and chauffeurs now in our International, but we want them of their own free will.

DR. CHARLES STELZLE, the labor minister, the man of peace and courage and intelligence, passed away to the Great Beyond a few days ago. I had a letter from him which was mailed the day before he died and only came to the office after his death, in which letter he commended some statements in our Journal. I knew Dr. Stelzle for over thirty years and I always admired him as being sincere and helpful to the workers. He was not only trying to help Labor during his lifetime, but he never endeavored to use Labor to suit his own purposes, even towards helping his Church. He brought the Church to Labor in such a manner that he made men think.

Born in poverty, misery and disease, on the east side of New York City, he learned the trade of a machinist and carried a machinist's paid-up card for thirty-five years. Rather unique in the history of Labor. There are few now alive who remember the inspiring addresses delivered at conventions of the American Federation of Labor by Dr. Charles Stelzle; but I can clearly see in my mind's eye those conventions when men were real fighting trade unionists because they had to fight intellectually and physically and against racketeer politicians—how clearly I see the men from the corridors of the convention hall rushing in when Stelzle was introduced by Sam Gompers. He had made such an impression because of his thorough understanding of the human side of Labor, that other denominations began to wake up and they in turn sent their representatives to Federation Conventions, and finally we had something introduced in the conventions which was never agreed to by Stelzle, and the hat was being passed around to help some of the preachers. This brought about a condition within the Executive Council because we saw where the situation was going, that we refused to invite clerics from any religious denomination. The members of the Executive Council in those days could see that if this condition were permitted to go on we would not only have one, two or three representatives of churches, but we would perhaps be crowded by a dozen, and eventually they would all be looking to have their expenses paid.

Stelzle got into slight disfavor during the Prohibition era with some few Labor men, especially the brewery representatives, because he had the courage to follow the teachings of his religion and the dictates of his conscience and advocate the enactment of the Eighteenth Amendment; and after its enactment he continued to advocate its enforcement. I disagreed with him because I had seen the evil of Prohibition, but I admired him; he was right as we see things today; and who of us can say that it has helped the younger generations of the nation to abolish Prohibition? The curse of the Eighteenth Amendment was the absolute inability of the state and nation to enforce the law. Crooked politicians and police officials helped towards non-enforcement, receiving in turn the favors of rum-selling racketeers. Stelzle was right because he followed his absolutely sincere belief in the evil of alcoholism. He had seen its murderous effects in New York City's east side, amongst the workers. In addition to this, he knew alcoholism led to crime, to dishonor, and to every other kind of inhuman condition. This was the teaching and gospel of his Church.

I have known many men outside of Labor in the professions who carried on with Labor after they entered the professions, but I know of no man who consistently and thoroughly followed and believed in the organization of the toilers, the Trade Union Movement of our country, during his whole lifetime, as did the Reverend Charles Stelzle, who passed away a few days ago at the age of seventy years. In the Great Beyond he

is today in company with the men who believed in and loved him for his earnestness and helpfulness—John Mitchell, Sam Gompers, Jim Duncan, and the innumerable others whom he helped with his voice and pen during his lifetime. May he and they, who gave all they had for their fellowmen, reap that reward to which just men are entitled, in accordance with the word of the Creator.

I AGAIN strongly advise our people not to allow political branches inside or outside of your union. I find that there is a little of this obtaining in some districts. Let me make the position of the International Union clear. No local union of ours, if they desire benefits and affiliation with this International Union, can order a man to pay an assessment or any part of his dues or earnings to any political organization, whether it is Democratic, Republican or Socialist. Communists, of course, as you know, are barred by our Constitution as dangerous to our union and to our government and to our freedom and democracy. If a local union desires, during a political campaign, to help some candidate who has proved worthy to Labor, or whom you believe would prove worthy if elected, and who is much better for you than the other candidate, you have the right to make an appropriation from your local treasury, but this should be done only on rare occasions and when the local can afford it. But you have no right to levy an assessment and force anyone to pay that assessment. Remember, I clearly state that it is the candidate you must look into and not the party. Parties dealing with other countries are forbidden and prohibited. If an individual is discriminated against because he does not believe in certain politics or parties advocated by officers of a union, then he can make trouble for the officers; and furthermore, the local that sanctions and permits persecuting any individual for not belonging to any certain party cannot remain in affiliation. We are trying to organize men; we want to organize them; we have as much respect for the small locals as for the large locals, but under no circumstances can we permit unions to violate the laws and the constitution which the membership has given us, through the conventions, to carry out, and which we have obligated and sworn ourselves to abide by and enforce. If unions cannot subscribe to that constitution it would be well for them to withdraw from the International Union and from the American Labor Movement. Political and religious antagonism and disagreements were the cause of cruelties and divisions in the Labor Movement in the early days. We have practically eliminated those conditions. We do not want them to come back anywhere. Those who are endeavoring secretly to bring them back had better find other fields outside this International Union for planting the seed of disruption, dissension and discontent amongst the workers.

The above statements are predicated on information in the headquarters. We know what we are talking about, and I trust it will be the last time it will be necessary for us to call the observance of the laws of the International Union to the attention of our membership, insofar as politics and religion is concerned.

A MEETING of our unions recently held in Baltimore, Maryland, was addressed by several prominent speakers. This mass meeting of truck drivers went on record to use every means in their power to keep on working and not to tie up any kind of job in which our defense program might be involved. In other words, this large membership in Baltimore,

fully understanding the dangers surrounding our country, pledged themselves wholeheartedly to support our government and to use discretion, patience, conciliation and arbitration before they would stop work on any kind of institution that had to do with the defense program of the government. I have before me at this writing, pictures of the meeting, of the enthusiasm of this group of our people, and the cheering and expression, as well as the determination seen on the faces of this large group of truck drivers. All of our members in the United States are American citizens. They have more than average intelligence, and I am happy to say that from all sections of the country I am getting pledges and promises that they will be patient and exercise every possible method of adjusting trouble before they call a strike. Of course there may be chiseling employers that will refuse to pay the wage contract, that deliberately violate the agreement during the life of the agreement, but even in this kind of case it is well to be patient. We may, however, be forced to stop work sometimes against our own desires, against unscrupulous employers. I might say here also that nearly all employers are fair and just and are anxious to do the right thing.

The purpose of writing the above article is to call to the attention of our people that other trades are not following the policy and procedure of the International Brotherhood of Teamsters and because certain classes of workers are taking advantage of employers and of the government, we are liable to have forced down our throats adverse legislation that may bring about in time a paralysis of the Labor Movement. In nearly every State Legislature in the nation, with very few exceptions, there has been introduced legislation aiming to cripple the trade unionists and the workers in general. It is in the air, and the pity of it is that certain Labor organizations are helping it along by their actions. Tying up a plant of three thousand people because of three or four men who do not belong to the union, or who belong to some other union, is absolutely distasteful to the average intelligent Labor leader. If I have twenty-five truck drivers in a certain garage, pulling out of there every day, and there are one or two non-union men there, you can take it from me that conditions will be so unpleasant on account of the contempt with which such individuals are treated, that they will soon belong to the union and be glad to get in. Of course any man or woman is foolish and thoroughly ignorant today unless they belong to the union of their craft or the union which is recognized in the employment.

We can commit an awful crime against Labor by our desire to exercise our force and power in this time of stress which is now confronting the world. We can also help to destroy our unions by letting the members run away with themselves because we lack the courage and the backbone to tell them when they are wrong or to advise against actions that may help to destroy them. Yes, I am somewhat in agreement with those who say that if the leadership in the Labor Movement desired the two factions to come together, they would soon come together. As I have stated from time to time in the columns of this magazine, unless men do the right thing within the unions that now have such power and recognition, they will be forced to do the right thing and they who are responsible will be eliminated. I have also said that unless unions keep out wrongdoers the government will put both the officers and the wrongdoers out of the unions, or they will render the unions helpless. To win today in any business in life, the game must be played honestly. Those who think they can do wrong and keep it to themselves are their own greatest enemies.

Therefore, as General President, I am appealing to our membership in these days of darkness and cruelties in which all kinds of butchery and savagery are obtaining in other countries—I appeal to you to exercise the greatest care and patience before you bring about a stoppage of work. This request is made in your interest, in the interest of our International Union, in the interest of our government, and in the interest of civilization. Employers will take notice that this does not give them the right to flash this statement in the face of our members and thereby chisel and do wrong or trim their wage scale. Employers and Labor must work together or else the government will take over both, and I am not afraid to say that where employers or Labor deliberately and willfully refuse to do that which is right, the government would be no government at all unless it did take over.

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AT OUR convention in September, Resolution No. C-3 relative to the Enforcement of the Monthly Dues Provision of our Constitution was introduced by Local 521. The resolution was referred to the General Executive Board.

The General Executive Board instructed the Editor of your Journal to notify all local unions, through the columns of the Journal, that any local union that violates this section of the Constitution shall be, at the discretion of the General President, deprived of benefits to which they would otherwise be entitled. The Constitution states clearly that the minimum dues of local unions shall be two dollars per month per member. Now you have the right to raise your dues higher if you have reason or need to do so, but again we advise you to be careful about charging what might be considered as unreasonable monthly dues, because the eyes of the public are now on the actions of local unions and officers. Funds of local unions must be protected also against attempted junketing trips and paying the expenses of officers who may be in control. This does not mean that necessary, honest, legal expenses of officers should not be paid. The main point I am trying to make here is that the General Executive Board and the Constitution demand that no local union charge less than two dollars per month dues. If we find that local unions are violating this law we have within our laws the power to suspend the officers or to suspend the local union or to revoke its charter and reorganize the local union later whenever we see fit, and to deprive from membership the officers responsible for violation of this section of the Constitution. Or we have the power under the Constitution to deprive the local union of other benefits to which they are entitled, such as cutting off the monthly Journal, refusing to endorse wage scales or by-laws, refusing to endorse strikes or lockouts and pay benefits, and in many other ways we are empowered to penalize local unions who violate this section of the Constitution. It is safe to say that ninety-nine and nine-tenths per cent of our unions not only charge two dollars per month dues, but many of them charge more. Remember that this law was made not to directly help the International Union, as we get no more revenue from local unions, but to help local unions to build up a fund so they will have some money in the treasury in case they are attacked through strikes, lockouts, legal procedure, or through many other dangerous methods employed in recent years by the enemies of our organization.

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THE “cash and carry” system of chain stores and department stores is eating up the employment of our people. It is true that the price of milk, for instance, is two cents a quart less in the chain stores in some

cities and the price of a waste basket from a chain store, a department store, or a mail order house may be ten cents less. Sometimes we question the quality of the goods at reduced rates. However, the message I am trying to send home is this: that every time there is a "cash and carry" plan instituted or encouraged, you are depriving our drivers of employment. The best up-to-date department stores have their own delivery service without charge. There are, however, some cut-rate department stores that encourage you to take the bundle with you, and if you insist on it being delivered they charge you ten, fifteen or twenty cents more. Don't patronize the "cash and carry" plan in department stores or in other cut-rate stores. Ten thousand quarts of milk per month are carried out of grocery stores in a certain city in our country by the wives, relatives and friends of trade unionists, unfortunately by some union members' families. In this way you are helping, by saving one-half cent and working for it by going to the store and carrying the milk—I repeat, you are helping to destroy the labor of our milk drivers and of our other drivers. This is true in many other commodities, especially in department stores and chain groceries. There is no reason in the world why a certain chain grocery store could not put on its own delivery trucks. They do this in many cities in the country. And especially should department stores make their own deliveries. If you and your friends will just refuse to carry parcels and bundles you will be responsible, within the next two years, for employing perhaps from five to ten thousand men as drivers and helpers. Our International convention took particular notice of this condition which is eating into our employment, and the entire subject-matter was covered in Resolution No. 19 which was presented to our convention, which urged that local unions, joint councils, and the International do everything in their power to stop the "cash and carry" system and to encourage the "have-it-delivered" system.

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EVERY magazine returned to this office costs the International Union two cents. We also have to pay about a cent and a quarter for the mailing out of the magazine. Last month we had over four hundred magazines returned, where they could not be delivered, where members of our union had moved away from their address. Secretary-treasurers and business agents and all officers, and all members who can help, should try and keep the mailing list properly corrected. The local union should place a fine of five dollars on any member who changes his address and who does not report same within ten days to the Secretary of the local union. He can do this by writing in the change of address to the local union. I am satisfied that if a member received five dollars for notifying the local of his change of address, he would immediately notify them. All of this is pure carelessness, criminal, willful negligence. Last month we paid out for return postage on undelivered magazines almost one hundred dollars. The monthly journal or magazine is mailed free each month to the home of each member. Perhaps the reason for this criminal additional expense, caused by negligence, is due to the fact that the magazine does not cost the member anything. When we find that the magazine cannot be delivered, a card is sent to us by the Post Office. We immediately take that name off of our mailing list and it is not replaced until we get a written notice from the secretary of the local union, sending in the member's name and address. Won't you try to help us by keeping the addresses of our members properly corrected? If you know of anyone receiving the magazine

who is not entitled to it, also notify us by sending in the man's name and the number of the local union of which he is a member. I most strongly appeal, in the name of the International Union, to local secretary-treasurers and to business agents, to send in each month the changed addresses of their members, thereby helping us to save money and keep the list properly corrected.—Ed.

I HAVE repeatedly referred to the fact that it is against the policy of this International Union to have any religious denomination use the name of our organization or of our trade or craft. We are opposed to sectionalism or sectarianism within the Labor Movement and especially within the Teamsters and Chauffeurs International Union. We know from experience that sectarianism or groups segregating themselves because of religious or political beliefs in other countries helped eventually to weaken and destroy the Labor Movement. I have before me today an invitation from the Jewish Teamsters' Good Will and Benevolent Association of New York, to attend a banquet on April 5, 1941. I am compelled to refuse the invitation. A few days ago I received an invitation to attend a Catholic meeting and Communion Breakfast. I also refused to attend this. The policy of the International Union does not permit me to give color or countenance to meetings of this kind by my presence. I try as nearly as anyone can do, to live to my religious teachings and beliefs, but that is my private affair and has nothing to do with the union. The American Labor Movement was built up and founded upon religious tolerance and it does not permit sectionalism, religious branches, or the segregation of members of any denomination. We are bitterly opposed to using the name "Teamsters" for any special religious gathering. We are inclined to think it is a subterfuge. If you desire to go to Confession or Communion do so without advertising it. We don't like the terms Jewish teamsters, Irish teamsters, or German teamsters. We are all Americans. Keep your religion to yourself.

HOW many of our people give serious consideration to vending machines, where the machines are loaded with packages by a so-called salesman, who is in reality taking the place of a regular driver? For instance, if we had to deliver gum, tooth paste, shaving creams, cigarettes, coca-cola, and other commodities that are now used in vending machines—in other words, by pressing a button and having immediate delivery after you deposit your nickel—if we were to deliver those articles and the vending machine was not in existence, a large number of drivers would be employed. We cannot stop the wheels of progress; therefore we will not attempt to discourage the vending machine, but we do ask our people everywhere that deliveries are made in which vending machines are refilled, to insist that the driver-salesman become a member of our organization. This modern enterprise or system will continue to increase as time goes on, and it behooves you now to demand that the driver-salesman become a member of your organization. Otherwise you are justified in starting a campaign based on unionism that "We do not patronize vending machines because they are supplied by non-union drivers."

Report on Indianapolis Conference of Legal Problems

At the Executive Board meeting of the International Brotherhood of Teamsters following the Washington, D. C., Convention in September, 1940, a resolution was adopted calling for a conference of Teamsters' Joint Councils and their legal representatives.

The Executive Board made it clear that its function ended with making the proposal and sending out invitations to the various Joint Councils, and that thereafter the entire proceedings were subject to the voluntary action and consent of the participating Joint Councils.

Invitations were sent setting forth the purpose of the conference, namely, to discuss common legal problems and mutually to aid in their solution by exchanging experiences and information acquired by the individual Councils in meeting their problems. Carrying out the essential voluntary aspect of the proceedings, those invited were expressly informed that the expenses incurred by sending Council officials and lawyers would be borne by the respective Joint Councils.

The response to the invitations far exceeded all expectations. A total of approximately one hundred eighty-five persons, representing twenty-four Joint Councils and several interested Locals, convened at Indianapolis on January 24, 1941.

The International Brotherhood of Teamsters, by calling this conference, established a significant precedent. There is no known parallel instance of calling together labor unions and their legal representatives from all parts of the country to engage in a thorough discussion on present legal problems and to attempt to formulate effective plans and policies wherewith to meet and solve those problems. Because of the uniqueness of the conference there was, of course, no fixed plan of procedure. Instead, the program was formulated in a more or less elastic manner so as to be responsive to the best suggestions offered by those in attendance.

General President Daniel J. Tobin opened the conference with a thought-provoking and illuminating address. He reviewed the history of the International, emphasizing especially those aspects of its history that related to the purposes of the conference. President Tobin poignantly demonstrated that the relation of labor unions to the community at large had, through an evolutionary process, undergone a dramatic change, and that this change carried with it new and vital problems for labor unions. He explained that labor unions have been finally accepted as indispensable social institutions in our present economy and society. The necessary consequences of this development, he showed, was that the public through its legislatures and courts and administrative bodies became more directly concerned with the conduct and affairs of labor unions. This necessarily resulted in enactments and proposals for legislation that required the constant alert and effective attention of labor unions. Only by adequate representation on the part of labor union officials and competent legislative and court experts could the unions fully protect their membership. His conclusion inevitably pointed to the need for a conference such as he was addressing, and to the great value such a conference, carefully conducted, would afford to all organized labor.

Following President Tobin's address Joseph A. Padway, General Counsel for the International Brotherhood of Teamsters, delivered a talk covering the history of labor law from 1890 to the present day. He traced the struggle of Labor to overcome the hostile attitude of courts. Most significant in his address was his analysis of recent milestone decisions

that represented great advances for Labor such as the *Senn case*, the *American Furniture Company case*, the *Thornhill case* and the *Carlson case*.

The meeting was then opened for a discussion of legal problems by attending lawyers. Individual attorneys who had recently represented labor unions in cases having nation-wide application related the procedure they followed and the principles they relied on. Questions were then asked, and a brief discussion among the lawyers followed. This procedure proved of inestimable value since many of those present were confronted with the identical problems which were under discussion, and they were thus in a position to benefit from the experience and suggestions of those who had gone through and met that problem.

At the evening session the meeting was turned over to the Union officials. Individuals arose and stated problems confronting them. They directed specific questions at the attending lawyers and also suggested practical ways of meeting their problems. Their practical discussions proved as valuable to the attorneys as they did to their fellow Union officials. It is noteworthy that although the Union officials represented Councils from every point in the nation, their basic problems were identical. For example, it was found that the individual owner-operator problem, though variously named in different parts of the country, was of immediate interest to all present.

On the second day the conference resumed legal discussions led by individual attorneys. These attorneys were chosen both because they represented Joint Councils from the various geographic sections of the country, and because they were engaged in pending cases involving principles of law and union practice that were applicable to all.

The conference was climaxed by an Indiana chicken dinner provided for by the International. The evening, however, was not exclusively devoted to festivities. Instead of the usual after-dinner talks the regular business of the conference was continued. Specifically, Joint Council officials and their lawyers were called upon frankly to express their reactions to the conference, its value, and to make what suggestions they might have to continue the work of the conference on a permanent arrangement. It was the undeviating observation of all that spoke that the conference proved immeasurably valuable and educational. All commented on the unusual interest which the conference held for its participants, and all expressed a desire to perpetuate its benefits.

Since there was little time left it was decided that rather than formulate a concrete plan for future proceedings, a committee be established to suggest such a plan and submit it to the various Joint Councils for their approval and recommendations.

The conference was concluded by remarks from General President Tobin, Secretary-Treasurer Hughes, and Assistant President Gillespie.

Minutes of Meeting of General Executive Board Held in General Headquarters in Indianapolis, February 22 and 23, 1941

The General Executive Board met in the headquarters in Indianapolis, on February 22, 1941, after the funeral of our late General Secretary-Treasurer Thomas L. Hughes. The following resolution was adopted by the General Executive Board:

We, the members of the General Executive Board, in meeting assembled, sincerely regret and deplore the death of our co-

worker and associate member, Thomas L. Hughes, in whose burial we participated in sadness and sorrow this twenty-second day of February, 1941, the birthday of the great Father of our Country.

Thomas L. Hughes came to us from Chicago, as Secretary of our International Union, in 1905, and has been elected almost unanimously during all those years by the general membership. During his period of office our organization grew from a few thousand members to one of the largest organizations in the country; and not only has it grown in membership and finances with his aid and assistance, but it has grown in honor and prestige.

For any weaknesses or indebtedness or failures of his—if he had any—we forgive him and exonerate him. We believe in the motto and principle enshrined in the hearts of every loyal, loving American—"The faults of our brother we write upon the sand; his virtues upon the tablets of love and memory." For the things he has done from a helpful standpoint, for the organization, we commend him and shall continue to respect his memory. We who were associated with him for many years in the organization shall miss him, his friendship and his presence, but true to life, we must carry on the great work in which he was so active for many years. Our membership is dependent upon us to do the things that need to be done, and fully do we realize that the work of Labor and of our great union must go on and on to the end, so that our people who have trusted us will continue to prosper and benefit.

We extend to the members of his family, especially to his son, our sincere and heartfelt sympathy.

The General President brought several other matters of importance before the Board, which were not finally disposed of but deferred until the next meeting of the Board.

Assistant President John M. Gillespie brought to the attention of the Board two requests for strike endorsements, one for the Taxicab Drivers of Evansville, Indiana, Local Union 11, and the other for Local Union 362 of Hammond, Indiana, for one hundred oil drivers. Both requests for endorsement were granted by the Board and strike benefits pledged.

In view of the fact that there was a separation by death in the official family and that General President Tobin was separated for the first time in thirty-three years from his late associate, Secretary-Treasurer Hughes, a feeling of regret was expressed by the Board at the extra burden which he was called upon to bear, and in consideration of the painful situation which confronted him, expressed themselves by adopting a resolution which pledged loyal support and continued confidence, with the promise of every member of the Board to sustain and be more helpful, if that is possible, in the future, in aiding and assisting the General President.

The General President reported having conferences with the representatives of the International Union of Operating Engineers during the sessions of the Board in Miami. The subject of the conferences was a claim made to the American Federation of Labor at its Executive Council meeting in Washington last August, for jurisdiction over crane operators in ice houses. This class of workers was called pullers by the Teamsters and others, but the word was eliminated. The Executive Council at that time deferred action on the Engineers' request because of the inability of

President Tobin to be present at the hearing. It was suggested, however, by the members of the Executive Council of the American Federation of Labor that conferences be held between the two organizations. As a result of the request, conferences were held in which representatives of your General Executive Board participated, and the agreement published below was signed by the representatives of both organizations:

Memorandum of Agreement Between the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America and the International Union of Operating Engineers as to the Jurisdiction in the Manufacture of Artificial Ice in the Artificial Ice Industry.

It is understood that the operators or assistants thereto engaged in the manufacture of artificial ice actually operating power-driven equipment in the actual process in the manufacture of the product and until it leaves the tanks or, as commonly known, cans, shall be the jurisdiction of the International Union of Operating Engineers.

All cutting, packing, warehousing and every other process shall be the jurisdiction of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

There shall be no transfer of the members from either one Union to the other but all replacements of men acting in the capacity as above defined shall become members of the International Unions as herein defined.

(S) DANIEL J. TOBIN, General President,
International Brotherhood of Teamsters, Chauffeurs,
Warehousemen and Helpers of America.

(S) WM. E. MALONEY, General President,
International Union of Operating Engineers.

This agreement was unanimously approved by the members of the General Executive Board. Our members must understand that the making of artificial ice is fading out due to the fact that electric and gas creation of ice in the homes of the people of our country is fast replacing the ice being delivered to their homes. We found there were only a few places in which we had the class of workers involved, and you will notice that by the agreement we are not expected to transfer any man to the Engineers, and vice versa.

The General President also called to the attention of the Board the fact that the Laborers had asked for conferences for the purpose of adjusting a question of jurisdiction dealing with the loading and unloading of trucks. A committee from both organizations met. Our committee presented a proposition to the Laborers, defining the line of demarcation and of course insisting that all loading and unloading of our trucks came under our jurisdiction, as per the decisions of the American Federation of Labor. The Laborers took the proposition submitted by your representatives under advisement and did not agree to accept same; and submitted a counter proposition which was not accepted by the representatives of your organization. Consequently at this writing the question has not been definitely adjusted. It is expected, however, that sometime in the future another conference may be able to iron out the question. As a rule there is very little misunderstanding between the two organizations, and the Teamsters and Laborers work pretty closely together in most employments, especially in construction and building work.

The General President called to the attention of the Board a letter written by George Wilson, representing the Ice Men's Local Union 702 of Chicago, Illinois. The letter dealt with a decision made by Brother Les Goudie, President of the Joint Council of Chicago. Brother Goudie had ruled that Brother Sheridan could not be seated as a delegate in the Joint Council. Brother Wilson of the Ice Drivers asked for a ruling on the decision made

by Brother Goudie. The General Executive Board, by unanimous action, upheld the decision made by Brother Goudie of the Chicago Teamsters' Joint Council, and the General President was instructed to so notify Brother Wilson, President of the Ice Men's Local Union 702 of Chicago.

A letter was read to the Board which was sent to the General Office by President Green of the American Federation of Labor, requesting some action on same. This letter was addressed to President Green and it made complaint against our Local Union 805 of Hoboken, N. J., for having in its membership as one of its officers, a man who, it was stated, was expelled, for embezzlement of funds and other suspicious actions, from Local 32-E of the Building Service Employees' International Union. The Board took positive action on the substance of this letter and on other reports which gave facts and dates of racketeering and wrongdoing, and the General President was ordered by the Board to notify the local union, No. 805, to immediately disassociate this individual from membership, because upon information it appeared this man never worked at the craft of the local; also to disassociate from membership any other individual known to have been convicted of racketeering or crime of a serious nature, or who did not work at the craft. The instruction went further than in this particular case and the General President was instructed and ordered and authorized by the Board in the future to follow the same procedure in any other local union. He was further instructed that if any local union refused to carry out the decision and order of the General Executive Board in matters of this kind, its charter be suspended or revoked immediately, in accordance with the powers vested in the General Executive Board by the Constitution. The General Executive Board expressed itself firmly that it would be much better for the International Union to throw out all such local unions that carry individuals in their membership who are not worthy of membership, or that were tainted with racketeers and criminals, than to have such individuals affiliated with the International Union, which is in direct violation of the laws of the American Federation of Labor and the actions of the International convention.

A motion was made and carried to reconsider the recent action of the General Executive Board at its Miami meeting on the subject of some financial assistance for the Montgomery Ward strikers in Oakland and Portland. The subject-matter was again discussed and considered and it was decided as follows: That upon the return of Vice-President McLaughlin to San Francisco and Vice-President Beck to Seattle, Washington, and Portland, Oregon, they would investigate and report back conditions of the strikers and the need for assistance, if any obtained, or the inability of the Labor Movement in the district to continue to finance the strike in those two establishments of the above named concern; and that upon the report and recommendation the General President was empowered to grant some aid if in his judgment, after analyzing the reports, such aid was necessary.

The question of the suitability of continuing the headquarters of the International Union in Indianapolis was next discussed. It was brought out in the discussion that the City of Washington now had nearly two-thirds of the entire Labor Movement of both divisions, with headquarters there. It was further brought out in the discussion that there were many boards and tribunals in Washington dealing now with our International Union and we were at a serious disadvantage in not being located near the Capitol of the nation. It was decided unanimously by the Board that the International Headquarters be moved to the City of Washington as soon as it was considered practical and convenient. It was further decided by the Board that the General President and General Secretary-Treasurer be authorized to make investigation in the City of Washington as to the cost of the erection of a building suitable to house the International Union and its many departments, and report back to the next meeting of the General Executive Board.

The General President stated that the vacancy of General Secretary-Treasurer of the International Union now obtained. He therefore, in accordance with the Constitution of the International Union under which he was empowered, placed before the Board the name of John M. Gillespie for the position of Secretary-Treasurer. Brother John M. Gillespie has been located in the International Headquarters as Assistant to the General President for nearly twenty-five years, and for eight years before that held the position of International Organizer, having served almost thirty-three years as an International official. A motion was made and seconded that the appointment made by the General President of John M. Gillespie for the position of General Secretary-Treas-

urer be approved. The motion carried, by the unanimous vote of the Board. The General President then obligated Brother Gillespie into the office of General Secretary-Treasurer.

There were many other matters pertaining to the affairs of the International Union discussed and acted upon, and advice and instructions and authority given to the Executive Officers as to how to proceed in each matter. The General Executive Board having completed most of its business in the City of Miami recently and there being no further business to come before the Board, the meeting adjourned, subject to the call of the General President.

Respectfully submitted,

(S) DANIEL J. TOBIN,
General President.

President Tobin's Report Continued from March Issue

Defending International—Adverse Writers—Expelling Wrongdoers

Ten years ago you increased the salaries of your officers. You have been generous, sufficiently generous to command the respect and admiration of all other organizations of Labor. I sincerely hope you believe that measuring service dollar for dollar I have endeavored to give you back all that I could in return for your kindness and consideration. Your name and your honor has been defended by me throughout the nation, in the legislative halls of our country and in the executive governmental chambers and judicial halls of the nation. While glaring, antagonistic writers have endeavored to smear the name of our International Union, it has been somewhat difficult at times to make the millions of honest men and women of our country understand that the honor and dignity and faithfulness and respect of the thousands of members that constitute our membership, are beyond reproach. Newspaper writers and columnists are read extensively, and their stories printed when it is difficult, impossible, even though you are innocent, to get an answer published by the papers carrying cruel and bitter misrepresentation of the organizations of Labor. It is indeed pitiful and heart-breaking and seriously depressing to find that amongst our enormous membership, composed of clean men, fathers of families, Americans of the purest type—to find amongst this membership some creatures so bereft of decency and honor as to bring disgrace upon the International Union. One or two so-called cheap racketeers in New York, Chicago, Cleveland, Detroit, or some other large city, are advertised throughout the nation, so that the impression is thrown out that the International Union is composed mainly of this kind of degenerate. There will be amendments drafted to our Constitution and submitted to this convention, dealing with such miserable, dishonest, unprincipled scoundrels who have used our organization for criminal purposes, who have gotten in under cover and brought the blush of shame to our honest membership; and I trust this convention will adopt those amendments. Of course, with an organization of a half million members, there are bound to be two or three or a half dozen scoundrels whose ancestry and environment breeds crime and degeneracy. When the employers hire those men we admit them into the union, and when they become officers and disgrace the International Union there is no one who regrets it more than the rank and file of our honest members and no one is humiliated more than your General President. Therefore, provisions should be made to give no quarter to such criminals when they are found to be criminals, and no quarter to any local union that refuses to expel them from membership when they are found guilty of committing disgraceful acts which bring dishonor to the International Union.

(To be continued)

General President Makes Several Appointments

(Continued from Page 1)

necessary service until he has training of at least two years in the International employment. When organizers of this kind demonstrate their ability to serve and properly represent the International Union, further consideration will be given to their services. All organizers work under the direction of the International President and their services can be dispensed with at any time. Many of our organizers have worked for us for over twenty years.

Brother Daniel B. Evans, for many years

business agent of our Local Union 144 in Terre Haute, Indiana, a general drivers' organization, has been appointed as General Organizer for the American Federation of Labor, to work in and around Indiana or wherever else he is sent by the executive officers of the American Federation of Labor. Brother Evans demonstrated his ability to organize and build up our local union while representing our membership in Terre Haute, Indiana. I am sure that with his training in our union he will be a valuable man for the American Federation of Labor. The maximum salary of organizers for the American Federation of Labor is sixty dollars per week.

(Continued from Inside Front Cover)

charge and I will not charge the leaders of the CIO with what was done by some of their organizers, any more than I can charge the A. F. of L. with some of the acts of some of the organizers put on in the drive in recent years by the American Federation of Labor. I do, however, say to our own people—you must be on your toes and watch your jurisdiction and protect it, not only against the CIO but against some A. F. of L. organizations that have teamsters in their membership. The fighting, economic strength of our Teamsters' Unions should be exercised whenever and wherever our jurisdiction is interfered with by any union. Don't stop to write to the International. Protect your legal jurisdiction.

IT IS with a great deal of sorrow and regret that we announce to our general membership the death of General Secretary-Treasurer Thomas L. Hughes, which took place on February 19, 1941. Brother Hughes attended our Board meeting in Miami, Florida, and seemed to be fairly well in health. However, upon his return to the headquarters in Indianapolis he suffered a sudden heart attack and passed away to the Great Beyond peacefully and, we are satisfied, with a clear conscience of having done his best for our membership during all the years in which he was connected with our International Union. The President and Editor, who is writing this article, worked side by side with the late Secretary Hughes for thirty-three years. It is difficult and somewhat discouraging to look around and not find him and know that we must get along without him. But this is life in all of its cruel and bitter phases and the organization and its work must go on, because civilization and humanity must continue endlessly and tirelessly in the battle for justice and freedom. The tributes paid to Secretary Hughes by our many local unions, in floral pieces and expressions of sympathy, testify more clearly than can be explained here, the esteem and respect in which he was held by our membership.

DID you notice the scathing denunciation by the Dies Committee against the CIO United Transport Workers with headquarters in New York? In a lengthy report of this Congressional Committee, headed by Congressman Martin Dies, it was clearly and emphatically stated that those in control of the Transport Workers of New York are connected, directly and indirectly, with the Communist Party of Russia. In other words, they belong to, sympathize with and advocate and practice the doctrines of the Communist government of Russia, which has as part of its program the overthrow by force or revolution, of the government of the free people of the United States.

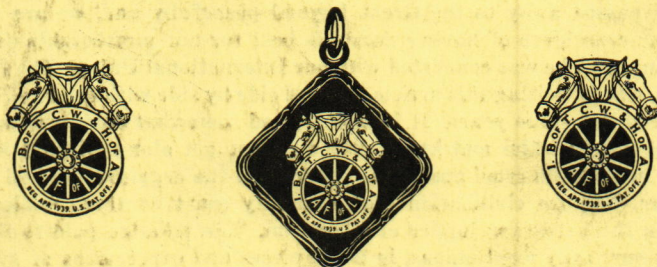
This is not the statement of your Editor, remember. It is the statement of a national governmental Congressional Committee.

Official Magazine of the
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